

NATIONAL EXECUTIVE CONFERENCE CALL MINUTES

Held March 13, 2017
In the UNE Boardroom

PRESENT WERE

Doug Marshall, National President
Kevin King, National Executive Vice-President
Geoff Ryan, National Vice-President for Human Rights
Mary Anne Walker, Regional Vice-President, Ontario
Yvon Beaudoin, Regional Vice-President, Quebec
Patrice Rémillard, Regional Vice-President, NCR (SE)
Richard Ballance, Regional Vice-President, NCR (TB)
Omar Murray, Regional Vice-President, Saskatchewan - via teleconference
Jaison Van Tine, Regional Vice-President, Alberta, NWT and Nunavut - via teleconference
Jennifer Chieh Ho, Regional Vice-President, BC and Yukon
Karl Lafreniere, Regional Vice-President, Outside Canada
Ateau Zola, Assistant to the National Executive and Human Rights Committee

REGRETS

Angela Decker, Regional Vice-President, Atlantic
Chris Little-Gagne, Regional Vice-President, Manitoba

1. CALL TO ORDER

Brother Doug Marshall called the meeting to order at 6 p.m.

2. MINUTES OF PREVIOUS MEETING

M/S Patrice Remillard and Karl Lafreniere

THAT the minutes of the National Executive meeting held January 24-26, 2017 be adopted as amended.

***Recorded Vote 1: CARRIED**

3. LATE DELEGATES TO PSAC REGIONAL CONVENTION

Brother Doug Marshall shared Sister Robyn Benson's interpretation with respect to late delegates to the PSAC Regional Convention. Similar to our Triennial Convention, a late delegate motion is put forward at convention to ratify the late delegates so that they can take their place with the other delegates. This motion requires unanimous consent of delegates in attendance.

4. **LIFE MEMBER**

M/S Geoff Ryan and Kevin King

THAT a name be put forward for nomination for the UNE Life Membership Award.

***Recorded Vote 2: CARRIED**

5. **Role of Regional Human Rights Representatives**

Brother Doug Marshall indicated of his intent to make a presidential ruling with respect to the role of regional Human Rights Representatives at Local AGMs on behalf of the regional team. After discussion, Brother Marshall ruled that regional Human Rights are authorized to conduct local elections and administer the oath to local officers.

6. **National Public Service Week**

Brother Doug Marshall advised that in light of continuing pay issues experienced by members due to the phoenix system, the PSAC would again be calling on members to boycott the government's national public service week this year.

7. **Bylaws and Policy Committee (Appendix "B")**

Resolution of Bylaw 2 sec 28

M/S Omar Murray and Kevin King

The Union of National Employees will amend its Bylaw 2, Section 28 to allow for elected term limits for no more than three consecutive terms; and that all other Bylaw sections of be renumbered accordingly; and

The Union of National Employees will immediately implement the above adopted resolution at its 2017 Triennial Convention for the election of Component National and Regional Officers.

Because the Union of National Employees by Law 2, Section 28 presently states that no member may be elected to the same National or Regional Officer position for more than two (2) consecutive terms; and

Because the above change in term limits would allow for a more effective form of governance for our Component; and

Because term limits are restrictive to the democratic process, and these

limits do not exist within any of the other sixteen (16) Components of the Public Service Alliance of Canada for either full-time paid positions or others assuming National or Regional Officer Positions upon election; and

Because those positions have a steep learning curve and it take several years to fully appreciate the needs of the members and to develop a solid understanding of the elected position, which in turn ensures the best service for the members; and

Because this would allow for current National and Regional Officers the ability to seek a consecutive third term of office within our Component structure and in providing continued improved leadership from the experience and acquired learned competencies over their previous two terms of office.

***Recorded Vote 3: LOST**

National Executive Resolutions

M/S Richard Ballance and Jennifer Chieh Ho

THAT Bylaw 2 be amended as follows:

Bylaw 2 sec 9

Substitutions at meetings

When the vice-presidents cannot attend meetings, they are replaced by assistant vice-presidents for the same region. ***If an assistant vice-president cannot attend, he or she is replaced by the Human Rights representative for the region if asked to do so by the vice-president or, if the vice-president has not provided instructions, by the assistant vice president.***

When the national vice-president for human rights cannot attend meetings, he or she is replaced by the assistant national vice-president for human rights. ***If the assistant national vice-president for human rights cannot attend, he or she is replaced by a national equity representative if asked to do so by the national vice-president for human rights or, if the national vice-president for human rights has not provided instructions, by the assistant national vice-president for human rights.***

Bylaw 2 Sec 10

Substitutions at executive meetings

When a regional vice-president cannot attend executive meetings, he or she is replaced by the assistant vice-president ~~with full voice and vote~~. ***If an assistant regional vice-president cannot attend he or she is replaced by the human rights representative for the region if asked to do so by the regional vice-president or, if the regional vice-president has not provided instructions, by the assistant regional vice-president.***

In addition, the regional assistant vice-presidents can attend national executive meetings as observers at least once a year and at the expense of the Union of National Employees.

When the national vice-president for human rights cannot attend national executive meetings, the assistant national vice-president for human rights can replace him or her ~~with full voice and vote~~. ***If the national vice president for human rights cannot attend he or she is replaced by a National Equity representative if asked to do so by the national vice-president for human rights or, if the national vice-president for human rights has not provided instructions, by the assistant vice-president for human rights.***

In addition, the assistant national vice-president for human rights attends meetings of the national executive as an observer once a year and at the expense of the Union of National Employees.

Bylaw 2 sec 22

The assistant national vice-president for human rights:
e) submits a written report of his or her activities once per year. This report forms part of the minutes of the next national executive meetings and will be forwarded to the members of the human rights committee and all locals of the Union of National Employees.

Bylaw 2 sec 24

Add:

k) replace the Regional Vice-President, if an assistant regional vice-president is unavailable, in accordance with this bylaw.

*Recorded Vote 4: CARRIED

M/S Omar Murray and Jaison Van Tine

The Union of National Employees will amend its Bylaw 2, to allow for a first and second national executive vice-president; and

The Union of National Employees will immediately implement the above adopted resolution at its 2017 Triennial Convention for the election of Component National and Regional Officers.

Because the workload of the National Executive Vice-President has become very extensive;

Because having a 1st and 2nd, and sometimes 3rd, Assistant Regional Vice-President has proven to be effective in the regions; and

Because having two National Executive Vice-Presidents allows the opportunity to use different personality traits to the union's advantage.

***Recorded Vote 5: LOST**

Proposed changes to Bylaw 2 Section 1

M/ Kevin King/

UNE will add one Young Worker to its National Executive composition, and then amend all Bylaws and Policies of UNE structure (starting with UNE Bylaw 2, Section 1) if the resolution is adopted; with the resolution taking effect at the time of its adoption.

UNE will also elect that Young Worker, at its National Convention, duly moved and seconded by UNE Convention delegates, provided that the Young Worker remains under 36 years of age, as of August 31, 2020.

UNE Triennial Convention Delegates will also elect 2 alternates to its National Young Workers Representative at the UNE Triennial Convention.

Because Young Workers make up an increasingly significant proportion of its membership, including significant portion of the UNE Convention floor.

Because Young Workers are the succession plan of leadership within the union movement as a whole.

UNE Bylaw 2 Section 1

The national executive is composed of an elected, full-time national president, the national executive vice-president, the national vice-president for human rights, **a National Representative for Young Workers** and a vice-president for each of the following regions: Atlantic Provinces, Quebec, Ontario, Manitoba, Saskatchewan, Alberta and the Northwest Territories and Nunavut, British Columbia and the Yukon Territory, and Outside Canada. There are two vice-presidents for the National Capital Region—one from separate-employer locals and one from Treasury Board locals. Each vice-president is elected by his or her regional caucus.

LOST FOR LACK OF SECONDER

Brother Karl Lafreniere left due to a previous commitment.

Proposed changes to Bylaw 3

M/S Richard Ballance and Omar Murray

Bylaw 3 Locals

Form of the organization

Bylaw 3 Sec 1

Locals

The Union of National Employees is composed of groups of members that we refer to as locals.

Locals shall be composed of all members of the UNE:

- a) in a department
- b) within geographic area; or
- c) on any other basis as authorized by the National Executive.

Bylaw 3 Sec 2

Chartering a local

At its discretion, the national executive may charter a local when the executive feels it is in the best interests of the component and its members to do so.

Bylaw 3 Sec 3

Criteria by which locals may be formed

In establishing locals, the national executive shall ensure that they are:

- a) viable; and
- b) in best interests of the UNE membership.

Normally a local shall have at least 20 members, although the national executive may approve the establishment of locals with fewer members.

Bylaw 3 Sec 4

Role of the RVP

RVPs shall conduct the consultations that the national executive deems sufficient in order to advise the national executive regarding any proposed change in the local structure in their region

Bylaw 3 Sec 5

Local officers

Each local will elect at least three executive officers—a president, a vice-president, and a secretary-treasurer. Each local will also elect a health and safety representative. If there are only three executive officers, one will serve as a health and safety representative.

A local may divide the secretary-treasurer's responsibilities among two or more executive offices. The Local may also establish additional executive positions such as chief steward and human rights representative.

Bylaw 3 Sec 8 (New Sec 6)

Local officers

Election of local officers takes place at annual general meetings or as otherwise permitted by their bylaws

Bylaw 3 Sec 10 (New Sec 7)

Taking office

All officers of Union of National Employees locals will take office at the end of the meeting at which they are elected.

The oath of office will be administered to all officers immediately before taking office.

In the event that any member-elect is not able to take the oath at the local meeting, the elected member will not be, or act as, an officer until he or she takes the oath, regardless of whether he or she has previously served on the local.

The Union of National Employees local oath of office will read as follows:

"I, having been elected an officer of Local of the Union of National Employees, Public Service Alliance of Canada, solemnly declare that for my term of office I will fulfill the duties of such office to the best of my ability, will maintain and uphold the dignity of the union, will always keep confidential all matters concerning the affairs

of the union that are brought to my attention, and will promptly deliver to the local or component all monies, records, and other property of the union in my possession at the close of my term in office.”

The oath of office will be printed and signed by each elected official and kept on a master file at Union of National Employees headquarters.

Bylaw 3 Sec 12 (New Sec 8)

Eligibility

Members of the national executive are not eligible for election to local office.

Bylaw 3 Sec 14 (New Sec 9)

Hiring staff

Subject to Bylaw 5, Section 10, locals may hire staff to handle their affairs. Each local is responsible to select, pay and manage its own staff.

Bylaw 3 Sec 15 (New Sec 10)

Acquiring facilities

Subject to Bylaw 5, Section 10, locals may acquire space and facilities to conduct their businesses. All costs for these facilities are borne by the local.

Bylaw 3 Sec 16 (New Sec 11)

Adopting and amending bylaws

Locals will adopt bylaws to conduct their business. A local may amend its bylaws by a two-thirds majority vote of its membership at the local membership meeting, provided 30 days notice has been provided to the membership.

All bylaws will be approved by the national president prior to coming into effect.

Bylaw 3 Sec 17 (New Sec 12)

Minimum standards for local bylaws

Local bylaws will respect, as a minimum, the UNE Standard Local Bylaws established by the national executive. Locals may adopt changes to these bylaws to accommodate particular circumstances, but the changes will enhance the standards of the Standard Local Bylaws and will not conflict with the UNE bylaws or the PSAC Constitution.

Bylaw 3 Sec 19 (New Sec 13)

Conflicting bylaws

Bylaws of locals will be revised when changes to the PSAC Constitution or Union of National Employees bylaws create conflict.

Bylaw 3 Sec 20 (New Sec 14)

Reporting requirements

Each year, locals will submit to the UNE national office their local's reviewed or audited financial statements and any other information required by the national executive.

Bylaw 3 Sec 21 (New Sec 15)

Local executive meetings

Each local's executive officers will hold at least six scheduled executive meetings annually. These meetings ensure that the local conducts its business properly.

Bylaw 3 Sec 22 (New Sec 16)

Locals' annual general meetings

Each local will hold a regular annual general meeting to receive and have available for adoption annual reports from its officers, financial statements, local budgets (where applicable) and the minutes of the previous annual general meeting for consideration of business, as required by the local's bylaws.

Bylaw 3 Sec 23 (New Sec 17)

Inactive locals

A local shall be deemed to be inactive when

- a) the local has ceased to function;
- b) the local has failed to carry out its responsibilities;
- c) the local fails to meet the requirements set out in Bylaw 3, Section 16; Bylaw 3, Section 8; and Bylaw 5, Section 6; or
- d) no officers have been elected to the local, as per Bylaw 3, Section 5.

Bylaw 3 Sec 24 (New Sec 18)

Trusteeship

Where the national executive determines that a local is inactive, as defined by the previous section, it may place that local in trusteeship. The national executive shall appoint a trustee to manage the affairs of the local and to reactivate the local as soon as possible.

A Local placed in trusteeship will return immediately all documents, property and funds to the trustee. These assets will be either placed into trust by the national executive until the local is reinstated or placed in the Union of National Employees' general revenue account.

Bylaw 3 Sec 13 (New Sec 19)

Jurisdiction of locals

Each local has the authority to manage issues particular to its local, as well as issues that affect the interests of its own members, so long as the local's work does not contravene the PSAC or the UNE's the constitution,

bylaws or policies or their jurisdiction.

Bylaw 3 Sec 26 (New Sec 20)

Resolving jurisdictional disputes

Jurisdictional disputes between locals, and which concern members, will be referred to the national executive, whose decision is binding.

***Recorded Vote 6: CARRIED**

M/S Richard Ballance and Jennifer Chieh Ho

THAT the report of the bylaws and policy Committee report be adopted.

***Recorded Vote 7: CARRIED**

Bylaw 6 Sec 15

M/S Geoff Ryan and Mary Anne Walker

THAT one sentence in Bylaw 6 Sec 15 be amended so that the new section would read as follows:

Bylaw 6 Sec 15

Equity-seeking delegates

Four equity-seeking groups—racially visible members; Aboriginals, First Nations, Métis and Inuit members; members with disabilities; and gay, lesbian, bisexual and transgendered members—will, at the Human Rights Conference preceding each Triennial Convention, each elect four delegates (for a total of 16 delegates) and their respective alternates to attend the next Triennial Convention.

These delegates and their alternates will be elected by the members of the same equity-seeking group that holds delegate status at the Human Rights Conference. The delegates and alternates will be ~~gender balanced by group~~ **inclusive of diversity**. A candidate is not required to attend the conference to run for a delegate or alternate position.

In the event that four members of an equity-seeking group are not elected at the Human Rights Conference, the human rights committee, in consultation with equity-group members present at the conference will appoint the delegates and alternates from that group.

***Recorded Vote 8: CARRIED UNANIMOUSLY**

8. **ADJOURNMENT**

There being no further business the meeting adjourned at 8:45 p.m.